

The new normal and what it means for you



Good Zoom etiquette

- 1. Mute unless speaking**
- 2. Videos on when talking**
- 3. Let's be interactive**



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- **An expert in balancing the the human connection at work and commercial realities.**
- **Cofounded Vend and grew it from 0-250 people in 6 countries in 4 years.**



- 1. What will the future hold?**
- 2. What does this mean for you?**
- 3. Critical thinking**



How are you feeling about the future

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**This is what I think
will happen**



Remote working

Some employers will be remote first

There will be hybrid teams

New demands on leadership



Talent

Local talent pool increased

Location less significant

Talent pool geography opened up

From talent war to talent glut

People looking to retrain

People stay in jobs longer



Leadership

Focus on managing remote teams and hybrid teams

Employee experience now online - from hiring, onboarding, inspiring, measuring output, training and development, reward & remuneration all can be done remotely



Leadership....

Planning for L4 lockdown again - business continuity planning is paramount

Renewed focus on wellbeing

Focus on the whole person

Work life blend redefined



Office space

Offices are less essential

Leases are not renewed

Reconfigured spaces - for client meetings, innovation, collaboration, project teams vs “offices”

Corporate presence on High St remains with available space elsewhere

Use of serviced offices



Spending

Purse strings are tightened
Consumer spending redirected
Big purchases deferred



Supply

NZ made and supplied more desirable

Fixable movement continues

Supply chain diversified - e.g. providing

food outside of restaurant trade

Premium for stock readily available



Online

Rapid innovation in tech to support remote working

Consumers continue online purchasing habits

Consumers more confident with online purchasing

More pressure on bricks & mortar



What else?

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It's time for critical thinking



Critical thinking questions

How will our
organisation change
over the next 12
months?

Critical thinking questions

How are we going to
grow?

Critical thinking questions

What should we do
more of?

What should we quit
doing?

Critical thinking questions

What have been
some of our
unexpected wins?

Critical thinking questions

Whose voice do we
need in this
conversation?

Critical thinking questions

What additional skills, resources or knowledge do we need to acquire?

Critical thinking questions

What projects should be our top 3 priorities for the next year?

Critical thinking questions

What might get in
our way?

Critical thinking questions

How will we
evaluate if this is
successful?

Takeaways



Debrief



- 1. What will the future hold?**
- 2. What does this mean for you?**
- 3. Critical thinking**



Thank you

**I am offering free, completely no obligation
30 minute phone calls if you want specific
advice or a coaching conversation.**

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